

## AFFIRMATIVE ACTION FOR EQUAL EMPLOYMENT OPPORTUNITY – A STATEMENT OF POLICY

Intellectual recognizes that diversity and inclusion among our team members are critical to our success as a global professional services organization. We are committed to recruiting, developing, and retaining the most talented individuals from a diverse pool of candidates. Beyond its legality, we firmly believe that **embracing diversity is simply the right thing to do.**

At Intellectual, **we are committed to providing an environment of mutual respect where equal employment opportunities are available to all applicants and teammates without regard to race, color, traits historically associated with race including but not limited to hair texture and hairstyles, ancestry, citizenship, lawful alien status, accent, caste, national origin, ethnic origin, religion, creed, sex, affectional or sexual orientation, gender identity, gender expression (including transgender individuals who are transitioning, have transitioned, or are perceived to be transitioning to the gender to which they identify), pregnancy (including childbirth, lactation and related medical conditions), marital, civil union or domestic partnership status, age, physical, mental or sensory disability, neurodivergency, HIV status, family or personal medical history, genetic information (including characteristics and testing), political affiliation, protected veteran status, past or present military status, an unfavorable discharge from military service, or any other legally protected basis, in accordance with applicable federal, state, or local law.**

Our policies aim for the highest standards of fairness and equal opportunity, covering all aspects of employment, including, but not limited to, recruitment and employment, promotions, compensation, team opportunities, and training programs. We are committed to compliance with all laws and regulations relating to equal employment opportunity (EEO), affirmative action, and harassment, and to ensuring that all employment decisions are based only on valid job requirements. Our policies provide for an internal audit and reporting system that helps Intellectual monitor and evaluate the effectiveness of its affirmative action efforts and programs.

Employees and applicants must not be subjected to harassment, intimidation, threats, coercion, discrimination or any form of reprisal because they have (1) filed a complaint; (2) assisted or participated in an investigation, proceeding, or any other activity related to the administration of any federal, state, or local law requiring EEO; (3) engaged in any activity that is protected by Intellectual policy; (4) opposed any act or practice made unlawful by any federal, state, or local law requiring equal opportunity; (5) inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant; or (6) engaged in any other activity that is protected by any federal, state, or local law.

### **Invitation to Self-Identify**

Employees may choose to voluntarily disclose any of their legally protected status at any time without fear of repercussion. Applicants may self-identify during the application process. Employees and applicants with disabilities are encouraged to inform Careers if they need a reasonable accommodation to perform a job for which they are otherwise qualified.

### **Affirmative Action Plans**

The U.S. Department of Labor Office of Federal Contract Compliance Programs (OFFCP) requires that Intellectual prepare affirmative action plans and update them annually. Intellectual's plans incorporate the policies referenced herein and also specify the actions to be taken if the policies are not adhered to. Employees may request access to these plans by contacting Careers at [careers@intellectual.co](mailto:careers@intellectual.co) or by calling us at +1 (202) 769-1986.

Sincerely,

  
Daniel G. Rego, Founder & Partner

